

## Discrimination prohibited by Title VI



There are many forms of illegal discrimination based on race, color, or national origin that limit the opportunity of minorities to gain equal access to services and programs. Among other things, in operating a federally assisted program, a recipient cannot, on the basis of race, color, or national origin, either directly or indirectly:

- Deny program services, aids, or benefits
- Provide a different service, aid or benefit, or provide them in a manner different than they are provided to others; or
- Segregate or separately treat individuals in any matter related to the receipt of any services, aid, or benefit.

### Programs or Services include but are not limited to:

- Transportation
- Construction
- The distribution of benefits and services
- Program effects on people in applicable communities.
- Natural resources and the environment

### Title VI Federal-aid Contract Provisions:

All Federal-aid contracts must include Title VI contract assurance language which requires compliance with Title VI of the Civil Rights Act of 1964. Federal-aid contractors may not discriminate in selection and retention of first-tier subcontractors who participate in Federal-Aid Highway construction; and contractors and subcontractors cannot discriminate in their employment practices in connection with highway construction projects or projects assisted by Federal Highway Administration.

## What Information Should You Include in Your Complaint?

**A signed, written complaint should be filed within 180 calendar days of the alleged discrimination.**

### You should include:

- Your name, address and telephone number. If you are filing on behalf of another person, include their name, address, telephone number and your relationship to that person, and include your signature.
- The name and address of the agency, institution, or department you believe discriminated against you.
- How, why and when you believe you were discriminated against. Include as much specific, detailed information as possible about the alleged acts of discrimination, and any other relevant information.
- The names of any persons, if known, what the UDOT title VI Division could contact for clarity of your allegations.

Your complaint must be signed and dated.

Utah Department of Transportation  
Civil Rights Division  
Title VI Compliance Specialist  
P. O. Box 141520  
Salt Lake City, Utah 84114-1520  
Telephone: (801) 965-4384  
Fax: (801) 965-4101

For a printable complaint form visit our website:  
[WWW.UDOT.UTAH.GOV/GO/TITLEVI](http://WWW.UDOT.UTAH.GOV/GO/TITLEVI)

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Utah Department of Transportation

## CIVIL RIGHTS OFFICE

# Title VI Program

Title VI of the Civil Rights Act of 1964  
Environmental Justice  
Limited English Proficiency



## What is Title VI?

**Title VI is a statute provision of the Civil Rights Act of 1964.**

**Title VI (Sec. 601) of the Civil Rights Act of 1964 provides:**

“No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” (42 U.S.C. Sec 2000d)

**Additionally, Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, 1994 provides:**

“Each Federal agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations.”

Related statutes provide protection against discrimination on the basis of sex, age or disability by programs receiving Federal financial assistance.



## What does this mean?

UDOT strives to ensure that access to and use of all programs, services or benefits derived from any UDOT activity will be administered without regard to race, color and national origin. Other related statutes include sex, age, disability or income status.

UDOT will not tolerate discrimination by a UDOT employee or subrecipients of Federal funds such as cities, counties, contractors, consultants, suppliers, or planning agencies and any other subrecipients of federal-aid highway funds. UDOT prohibits all discriminatory practices, which may result in:

- Denial to any individual of any service, financial aid or benefit provided under the program to which he or she may be otherwise entitled;
- Different standards or requirements for participation;
- Segregation or separate treatment in any part of the program;
- Distinctions in quality, quantity or manner in which the benefit is provided;
- Discrimination in any activities conducted in whole or part with Federal funds.

To ensure compliance with Title VI, related statutes and the Presidential Executive Order on Environmental Justice, UDOT will:

- Avoid or reduce harmful human health and environmental effects on minority and low-income populations;
- Ensure the full and fair participation by all communities including low-income and minority populations in the transportation decision-making process;
- Prevent the denial of, reduction in or significant delay in the receipt of benefits by minority and low-income populations.

Additionally, any recipient, including, but not limited to Metropolitan Planning Organizations and local cities and counties, who receives Federal financial aid bears a responsibility to administer its program and activities without regard to race, color and national origin. Other related statutes include sex, age, disability or income status.

## Benefits and Services

UDOT's mission is to provide the people of Utah with a safe, efficient and effective inter-modal transportation system. All of the work UDOT performs is intended to assist the transportation needs of all the people of Utah regardless of race, color and national origin. Other related statutes include sex, age, disability or income status.

## Are your rights being violated?

If you believe that you have been discriminated against because of your race, color or national origin; you may file a written complaint with the UDOT Civil Rights Office. Region offices are located statewide. The addresses and telephone numbers are located at [www.udot.utah.gov](http://www.udot.utah.gov) regional offices. Title VI complaints are forwarded to Civil Rights for investigation.

## Who bears the responsibility to Title VI?

All of UDOT employees and its functional programs.

The UDOT Civil Rights Title VI Program will provide continuous leadership, guidance and technical assistance to ensure ongoing compliance with Title VI and the Executive Order on Environmental Justice.